



Equality, Diversity and Inclusion

Annual Report 2024/25 – Students, Apprentices and Workforce

City of Wolverhampton College

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City of Wolverhampton College is a diverse College serving a diverse city. The College is proud of the way it enables students and apprentices from such a wide range of backgrounds to make progress in their lives as individuals. It celebrates the way the College contributes to social inclusion and cohesion, as well as to the economic development of the city of Wolverhampton and the wider region.

This Equality and Diversity Annual Report provides a snapshot of student and staff numbers by category. The actions we identify in the report reflect the College's commitment to act on all three elements of the Public Sector Equality Duty, namely:

- to eliminate discrimination, harassment and victimisation
- to advance equality of opportunity
- to foster good relations

As an employer, the College is committed to ensuring that our employment policies and practices promote equality of opportunity, and that action is taken to address inequalities.

Alongside this, the Governing Body is committed to ensuring that everyone at the College is valued for their contribution and individuality and that we do not compromise in our pursuit of a College culture that is free from discrimination, where people from different backgrounds and abilities work and learn together with mutual respect.

Wolverhampton is one of the most densely populated local authorities in England, but a City which celebrates its super-diversity.

- The population size has increased by 5.7%, from around 249,500 in 2011 to 263,700 in 2021. This is lower than the overall increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800.
- The city is ethnically diverse with 45% of residents in 2021 being Ethnic Minority (that is, residents of non-White British heritage). Furthermore 23% of the population were not born in the UK.
- A fifth of the population is disabled, which is similar to the English average (2021).
- Many religions are followed in the City. Wolverhampton has the second-highest proportion of Sikh residents in England (2011).
- It is a deprived City, with 53% of its population at the time of the 2011 Census living in areas classified as the top 20% most deprived within England.

City of Wolverhampton College is of vital importance to the city of Wolverhampton, as the city seeks to overcome its poor economic and social performance in recent years.

Principal and Chief Executive Overview

At City of Wolverhampton College, inclusivity underpins everything. The College serves an incredibly vibrant and diverse student and apprentice community, of which we are extremely proud, transforming lives through learning and our purpose of ‘Defining Futures’.

We aim, through our vision, to provide students and apprentices with a high-quality education that develops a relevant set of skills, knowledge, and behaviours, leading to sustained positive outcomes and improved life chances.



Purpose: Defining futures

Vision: To be a leading education provider, committed to excellence.

Empowering learners of Wolverhampton and beyond with skills, knowledge and positivity needed to thrive and succeed in current and future opportunities.

To ensure our purpose and vision is deliverable, the College has five strategic aims.

Our Strategic Aims

- 1 Deliver extraordinary teaching and learning experiences 
- 2 Create a people focused place to work and progress 
- 3 Offer a responsive and innovative curriculum 
- 4 Maintain first class estates and resources 
- 5 Have sustainable finances to support growth 

Supporting these are our values, which are the foundation of everything we do.

Our values

Our values are the foundation of everything we do. They reflect our commitment and shape our college, ensuring that every interaction makes a meaningful impact.

We work **C**ollaboratively

We take **O**wnership

We are **W**elcoming

We show **C**ommitment

The College is committed to creating a positive working and learning culture where staff, students, and apprentices are treated with respect and dignity, working together to promote equality and celebrate diversity.

Our College's Equality, Diversity, and Inclusion (EDI) objectives are to:

1. Raise the achievement levels of ALL different groups of students and apprentices and work towards eliminating the gap in achievement between students and apprentices with protected characteristics and those without.
2. Ensure the quality of education promotes, advances and celebrates diversity and British Values.
3. Recruit, support and develop a diverse workforce which reflects and meets the needs of students and the community the College serves.
4. Engage with students, apprentices and stakeholders to improve satisfaction levels and enhance the experience.
5. Support and enable access to learning for a diverse range of students and apprentices.

Louise Fall**Principal and Chief Executive of the City of Wolverhampton College**

Student and Apprentice statistical information

2024/25

The headcount data for students and apprentices is based on Adult Skills Fund, DFE Youth Funded Provision and Apprenticeships. The data presented is of those students who finished their course (leavers)

Students

- **5,632** total student population

Headlines changes¹:

Decrease of 507 from 6,139

Apprentices

- **230** total apprentice population

Headline changes:

Decrease of 50 learners

Age

- **2,300** 16-18
(41% of the student population)
- **3,332** 19+
(59.2% of the student population)

Headline changes:

Increase in 16-18s by 103 from 2,197.

Decrease in 19+ by 610 from 3,942.

- **129** 16-18
(56% of the apprentice population)
- **101** 19+
(44 % of the apprentice population)

Headline changes:

Increase in 16-18s by 9 from 120.

Decrease in 19+ by 59 from 160.

Sex

- **2,374** females
(42% of the student population)
- **3,256** males
(58% of the student population)

Headline changes:

Increase in females by 77 from 2,297.

Decrease in males by 551 from 3,807.

- **77** females
(34% of the apprentice population)
- **151** males
(66 % of the apprentice population)

Headline changes:

Decrease in females by 24 from 101.

Decrease in males by 28 from 179.

Difficulty and/or disability

- **19%** of students declared a difficulty/disability.

Headline change:

1% increase from the previous year

- **16%** of apprentices declared a difficulty/disability

Headline change:

Declared disability and/or disability increased by 9%

¹ Headlines changes in comparison to previous year.

Student and Apprentice statistical information 2024/25

Students

Ethnicity

- **49%** White students
- **20%** Asian students
- **17%** Black students
- **8%** of students with a mixed ethnic group
- **3%** Other
- **2%** Not known

Headline changes:

- 5% decrease of White students
- 3% increase of Asian students
- 2% increase of Black students
- 1% increase of students with a mixed ethnic group
- 1% decrease for Other
- 0% no change Not known.

Apprentices

- **87%** White apprentices
- **4%** Asian apprentices
- **4%** Black apprentices
- **5%** of apprentices with a mixed ethnic group
- **0%** - Other, not known

Headline changes:

- 3% increase of White apprentices
- 3% decrease of Asian apprentices
- No change of apprentices with a mixed ethnic group
- 1% increase of Black apprentices
- 1% increase of apprentices with a mixed ethnic group
- 1% decrease of Other and Not Known apprentices.

Residential status

- **75%** are from Wolverhampton.
- **25%** are from outside Wolverhampton but within WMCA
- **0%** are from areas outside WMCA

- 6% increase in Wolverhampton based students.
- 5% decrease in WMCA outside Wolverhampton
- 1% decrease in areas outside WMCA

- **48%** are from Wolverhampton.
- **39%** are from outside Wolverhampton but within WMCA
- **13%** of are from areas outside WMCA

- 7% increase in Wolverhampton based Apprentices
- 9% decrease in Apprentices from outside Wolverhampton but within WMCA
- 2% increase in the number of apprentices outside WMCA

Student Profile and Outcomes

Achievement rates: Age

	16-18	19+	Note
2023/24	89.9%	94.3%	16–18, achievement decreased by 1.4% whilst adult achievement reduced by 4.6 %, where there was a significant change in the volume of provision. The achievement gap reduced from 4.4% to 1.2%.
2024/25	88.4%	89.7%	

Achievement rates: Sex

	Female Achievement	Male Achievement	Note
2023/24	86.3%	95.1%	Female achievement marginally by 0.6% whilst male achievement reduced by 4.8%, significantly reducing the gender gap to 3.5%.
2024/25	86.9%	90.4%	

Achievement rates: ethnicity

	White Achievement	BAME Achievement	Note
2023/24	93.9%	91.0%	Achievement declined for both groups between 2023/24 and 2024/25. White learners' achievement fell by 3.7%, while BAME learners' achievement declined by 3.0%. The achievement gap reduced to 2.1%.
2024/25	90.1%	88.0%	

Achievement rates: learning difficulty and/or disability

	Declared Achievement	No declaration Achievement	Note
2023/24	87.3%	93.7%	Achievement declined for both groups between 2023/24 and 2024/25. Learners with a declared status saw achievement fall by 2.6%, while those with no declaration declined by 3.6%. The achievement gap reduced from 6.5% to 5.4%.
2024/25	84.7%	90.1%	

Apprentices' Profile and Outcomes

Achievement rates: age

	16-18	19-23	24+	Note
2023/24	43.3%	52.6%	63.1%	16–18, achievement increased very significantly, by a total of 14.8%, whilst 19-23 and 24+ achievement also increased by 1.5% and 16.9% respectively.
2024/25	58.1%	54.1%	80.0%	Whilst there remains an achievement gap, this is driven by the significant improvement in 24+ achievement, which represent just over 17% of our apprentices.

Achievement rates: Sex

	Female Achievement	Male Achievement	Note
2023/24	47.5%	53.1%	Achievement improved for both genders between 2023/24 and 2024/25. Achievement for female learner increased by 13.5% and male achievement increased by 7.7%. The achievement gap closed significantly, from 5.5% to 0.3%.
2024/25	61.0%	60.8%	

Achievement rates: Ethnicity

	White Achievement	BAME Achievement	Note
2023/24	51.9%	47.6%	White achievement rose by 11.8% whilst BAME achievement decreased by 6.2%. There is an achievement gap of 22.3%. The absolute number of BAME leavers reduced from 42 to 29 between the two years.
2024/25	63.7%	41.4%	

Achievement rates: learning difficulty and/or disability

	Declared Achievement	No declaration Achievement	Note
2023/24	49.1%	51.6%	Learners with a declared status saw achievement increase by 0.9%, whilst for those apprentices without a declaration rates increased by 11.6%, increasing the achievement gap to 13.2%.
2024/25	50.0%	63.2%	

Workforce Profile statistical information

Staff

The College employed **581** staff over the academic year 2024/25.

Age

- 6 under 21 (1.03% of the workforce)
- 76 aged 21-30 (13.08%)
- 114 aged 31-40 (19.62%)
- 148 aged 41-50 (25.47%)
- 156 aged 51-60 (26.85%)
- 81 aged 60> (1%)

Minimal changes: Most staff are over the age of 40 continues to represent 66.27% of the workforce, which is a decrease of 0.27% on the previous year.

Gender

- 368 females (63.34%)
- 213 males (36.66%)

Minimal changes to previous year.

Difficulty and/or disability

- 5.85% declared having a difficulty/ disability
- 75.73% declared not having a difficulty/ disability
- 18.42% Prefer not to say

Headline changes: The number of staff who preferred not to say has decreased by 9.58% to 18.42% and the number of staff declaring a difficulty/disability has increased by 1.85% to 5.85%.

Sexual Orientation

- 75.22% Heterosexual
- 3.1% LGBT
- 21.68% Prefer not to say

Headline changes: The number of staff declaring as heterosexual has increased by 8.84% to 75.22%, the number of staff preferring not to declare has decreased by 9.82% to 21.68%. The number of staff declaring as LGBTQ2+ has slightly increased to 3.1%.

Ethnicity

- 57.14% White
- 24.27% Global Majority
- 18.59% Prefer not to say

Headline changes: The number of staff declaring as White has increased by 6.14%, the number of staff declaring an ethnic grouping and other has increased by 5.27% and staff preferring not to disclose has decreased by 11.41%.

Religion

- 37.52% Christian
- 23.92% No Religion
- 35.81% Prefer not to say
- 2.75% Other Religion

Headline changes: The number of staff declaring as Christian has decreased by 3.48%, the number of staff declaring no religion has decreased by 2.08%, staff preferring not to declare has increased by 16.81% and there is decrease of 11.25% in declaring other religions.